



TO: Patti McLauchlin, City Manager
Todd Stoughton, Assistant City Manager

FROM: Samantha Farist, Human Resources Director

DATE: March 21, 2022

RE: Dade County PBA/ Key West Chapter
Collective Bargaining Agreement

EXECUTIVE SUMMARY

ACTION ITEM

Approve the three (3) year collective bargaining agreement between the City of Key West and PBA Key effective October 1, 2020 through September 30, 2023.

BACKGROUND

The most recent PBA Collective Bargaining Agreement expired on September 30, 2020. The City's management negotiation team and the Teamster Local 769 negotiating team met on numerous occasions in an effort to reach an agreement on contract terms and conditions.

The City and the PBA reached a tentative collective bargaining agreement in October 2021 for the three (3) year period October 1, 2020 through September 30, 2023. The PBA membership ratified the agreement on March 16, 2022.

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A summary of the changes to the agreement are as follows:

Article 3 – Work Rules, Regulations, Policies and Procedures

Item B.2. The word “mandatory” was changed to “permissive”.

Article 4 – Employee Rights

Item C.1. The Article number was corrected from 17 to 30 and 31.

Article 12 – Financial – Wages

A one-time payment to be issued prior to 5/06/2022. A 4.5% increase effective and retroactive to 10/1/2021. A 4% increase effective 10/1/2022. The last sentence of Item 2 was struck.

Article 28 – Disciplinary Action

Item 1. The Article number was corrected from 17 to 30 and 31.

Article 30 – Grievance Procedure

Step III – FMCS (Federal Mediation and Conciliation Service) was added as an alternate for arbitration selection.

The Drug Free Workplace Policy that was agreed to in June of 2020 will be added to the new contract.

RECOMMENDATION

The City’s negotiating team recommends City Commission approval of the collective bargaining agreement as negotiated and ratified by PBA Key West Chapter.